

# ***Opportunities for Spiritual Renewal, Rediscovery and Commitment***

## ***The Long Range Plan for St. David's Church 2008-2015***

*'The human mind may devise many plans. But it is the purpose of the Lord that will be established.'*

Proverbs 19:21

***Adopted by the Vestry in February 2008***

### **The Mission**

*The mission of St. David's Church is to help us to know God through Jesus Christ and to make him known to others*

### **Our Vision for St. David's Church**

*An ideal to which we aspire and only through God's grace may achieve*

***St. David's is an active, caring Episcopal parish that has been worshipping God for nearly 300 years. We create a Christ-centered environment that provides open pathways for the Holy Spirit to lead each parishioner to better know and serve God through meaningful worship, pastoral care, engaging Christian education, group fellowship, and diverse community ministries.***

### **St David's Goals**

**Worship**

**Pastoral  
Care**



**Outreach**

**Stewardship**

*'Ascribe to the Lord the glory due his Name; worship the Lord in the beauty of holiness.'*

Psalm 29:2

<p><b>Goal 1: St. David's will be a community that worships God by praising Him for his glory, thanking Him for his abundant gifts and attempting to discern his will for us individually and as a parish.</b></p>	
<p><b>Objective</b></p>	<p><b>Status</b></p>
<ul style="list-style-type: none"> <li>○ Create more balance between formal and informal approaches to worship, encouraging parishioners to attend worship services more regularly - increase attendance 10% by 2015</li> </ul>	<p>Allison Harrity, working with the Youth, is conducting a Creative Eucharist, once a month.</p>
<ul style="list-style-type: none"> <li>○ Continue to focus on helping members to take up the journey toward closer knowledge of God and Jesus Christ at their own pace - have at least 200 members actively on this journey</li> </ul>	<p>Three Bible Study Groups and a Gathering of Men are active.</p>
<ul style="list-style-type: none"> <li>○ Provide opportunities for members to learn how to listen more carefully – Taizé services, quiet times, workshops and retreats</li> </ul>	<p>Monthly Taize services are scheduled for this season; Men's and Women's Ministries schedule a retreat each year; Cursillo, Renovare and Spiritual Direction are active; Exercise in Faith, Yoga with Spirit and Labyrinth also active</p>
<ul style="list-style-type: none"> <li>○ Provide small group forums as the primary organizational units for teaching and individual renewal - provide leadership training to at least 50 parish members to enable more members to more effectively lead small groups - have 400 people involved in some small group activity</li> </ul>	
<ul style="list-style-type: none"> <li>○ Expand youth programs built around worship and spiritual growth - have 200 youth (ages 10-18) actively engaged in spiritual activities</li> </ul>	<p>The Youth Program has strong Spiritual Content. The participation rate was over 100 on the first Sunday. Youth have been invited to join the Lay Readers. Acolytes are being actively recruited.</p>
<ul style="list-style-type: none"> <li>○ Start a "transformational planning" process for the parish that attempts to discern God's wishes for spiritual renewal, revitalization, rediscovery and</li> </ul>	

reinvention - "not our will, but Thy will be done"

*"Jesus said 'A new commandment I give to you, that you love one another: even as I have loved you, that you also love one another.'"*

John 13:34

<b>Goal II: St. David's will be a community that lovingly cares for each of its members, just as God loves us.</b>	
<b>Objective</b>	<b>Status</b>
<ul style="list-style-type: none"> <li>○ Increase awareness of and participation in existing pastoral care ministries - engage more actively in personal "invitations" to members to share their time and talent</li> </ul>	<p>The Pathways Task Force, established under Michael Brent, has rolled out "Tool Kits" to nearly all commissions and small groups. Job descriptions, recruiting and succession planning are major features of the Tool Kits.</p>
<ul style="list-style-type: none"> <li>○ Train more Stephen Ministers – 30 by 2015</li> </ul>	<p>Presently we have 19 Stephen Ministers. The Stephen Leadership team is soliciting potential Stephen Ministers individually and also through printed material and announcements. Training sessions for new Stephen Ministers are held every other year.</p>
<ul style="list-style-type: none"> <li>○ When attracting new parishioners, focus on matching the demographic diversity of the population of our service area</li> </ul>	
<ul style="list-style-type: none"> <li>○ Foster relationships among new and existing members of the congregation</li> </ul>	<p>Supper Club is extending invitations to all Newcomers. Caring Meals has been set up.</p>
<ul style="list-style-type: none"> <li>○ Promote greater involvement of youth in pastoral care activities - involvement of 50 by 2015</li> </ul>	<p>Teen Care Packages for teens facing medical challenges will be the initial beneficiaries. Both this program and Caring Meals are set up with town captains and email as the primary communications vehicle. Teens will also be involved in Plentiful Sowers and Troop Support. Teen participation is tailored with reference to the skill sets possessed by each person. A trial run of incorporating teens into</p>

	the Devon Manor ministry will start next month.
<ul style="list-style-type: none"> <li>o Tailor ministries that meet the needs and schedules of population segments such as 31-50 year olds, singles, married without children, widowed or divorced parishioners</li> </ul>	Wine and Dine Group, aimed at 31-50 year olds, is very active. Employment Guidance continues to operate under a new format. Walking the Mourner's Path, Troop Support and Eucharistic Ministry are examples of the many targeted Pastoral Care programs.
<ul style="list-style-type: none"> <li>o Review the parish By-Laws and revise to broaden parishioner participation in the Vestry election process</li> </ul>	Absentee balloting has been instituted in 2008. Modifications or continuation of the process will be considered after evaluating the next election.

*'Now there are varieties of gifts, but the same Spirit; and there are varieties of services, but the same Lord; and there are varieties of activities, but it is the same God who activates all of them in everyone . . . Now you are the body of Christ and individually members of it.*

1 Corinthians 12:4, 27.

<p><b>Goal III: St. David's will be a community of stewards that develops our God given gifts of skill, material possessions and money for God's purposes.</b></p>	
<p style="text-align: center;"><b>Objective</b></p>	<p style="text-align: center;"><b>Status</b></p>
<ul style="list-style-type: none"> <li>○ Ensure the budget is balanced each year</li> </ul>	<p>Already in place</p>
<ul style="list-style-type: none"> <li>○ Develop and publish a long term financial plan to 2015; budget in 3 year cycles</li> </ul>	
<ul style="list-style-type: none"> <li>○ Increase annual pledge units each year by 5% and the average gift per pledge unit by 5% each year</li> </ul>	<p>Has been implemented by past EMC's (Every Member Canvass). Has been communicated as a Parish objective.                  The 2010 Stewardship Campaign generated \$2.2 million I pledges. Although the average pledge decreased slightly the XX% increase in participation resulted in a XX% increase in total pledges.                  A 'touch' 50 campaign of individual letters from parishioners to parishioners has been implemented.</p>
<ul style="list-style-type: none"> <li>○ Increase the endowment to at least \$10mm by 2015</li> </ul>	

<i>Goal III: (continued)</i>	
<ul style="list-style-type: none"> <li>○ Refine and publish the comprehensive long range property plan with a budget for new facilities, replacement facilities, physical plant, maintenance and equipment repair</li> </ul>	<p>A formal study of the maintenance needs of the Parish was conducted by Kipcon. It will be a working document for the property manager for use in planning short, mid, and long term routine maintenance on the buildings and equipment."</p>
<ul style="list-style-type: none"> <li>○ Finish the new undercroft spaces by 2013 and evaluate the possible need for a balcony in the Chapel</li> </ul>	<p>The Facilities Planning Task Force has assessed the Parish's space requirements. The Task Force:</p> <ul style="list-style-type: none"> <li>• reviewed the completed building projects against the original task list;</li> <li>• identified the use of space by the commissions or user groups;</li> <li>• Conducted a survey of all user groups to ascertain our existing and future spatial needs.</li> <li>• developed conceptual solutions; and</li> <li>• prioritized the resultant building projects for approval by the vestry.</li> </ul> <p>Recommendations were presented to the vestry in 2009.</p>

<i>Goal III: (continued)</i>	
<ul style="list-style-type: none"> <li>○ Create an inventory of talents, skills and interests of members and match these interests to the church's in-reach and outreach needs – update the inventory annually – double the number of volunteers actively engaged in church activities</li> </ul>	<p>Software in the process of being configured for evaluation.</p>
<ul style="list-style-type: none"> <li>○ Expand the 1715 Society with a goal of 500 members being members of this society by 2015</li> </ul>	<p>Chandi Smith is current working on providing a historical record of the number of members (no names of course) in this society over the past several years for trend analysis.</p> <p>There is currently a pamphlet in the hallway leading from the Narthex to Fellowship hall to provide details. A table has been set up periodically in Fellowship Hall on Sundays to increase visibility.</p>
<ul style="list-style-type: none"> <li>○ Establish a planning process for the spiritual, celebratory and financial goals for St. David's 300<sup>th</sup> anniversary including a plan for a capital campaign for the 300<sup>th</sup> anniversary</li> </ul>	<p>A leadership team for 2015 has been formed. Plans are being laid for visits by Church leaders. Preliminary work has been done on possibly commissioning a celebratory anthem for the anniversary service.</p>

<i>Goal III: (continued)</i>	
<ul style="list-style-type: none"> <li>o Build a strong, efficient operations, marketing and communications support process under the Chief Administrative Officer of the church using technology to leverage the efforts of staff members.</li> </ul>	<p>The position of Parish Administrator has been defined. Kevin Kelley, is on now on Staff.</p>
<ul style="list-style-type: none"> <li>o Show more overt care for God's natural creation by becoming more involved in recycling and energy conservation and thematically preaching about conservation as a way of preserving the Lord's work on earth.</li> </ul>	<p>A single stream recycling program has been established. Large blue containers have been placed throughout the campus to collect paper, plastic, and aluminum cans.</p> <p>The property commission has started an Environmental Stewardship Subcommittee chaired by Cheri McCaslin. The group has just started to brainstorm on additional programming.</p> <p>Environmental and energy conservation education will be a cornerstone of the group's activities.</p> <p>Energy conservation measures to date include the installation of timers on the lights in each meeting room. All incandescent bulbs have been replaced with fluorescent bulbs (to the extent possible). The Environmental Stewardship group is looking for additional conservation measures.</p>

*'Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything that I have commanded you. And remember, I am with you always, to the end of the age.'*

Matthew 28:19

<p><b>Goal IV: St. David's will be a community of compassion, using our committed faith to reach out in love to our community, our country and abroad.</b></p>	
<p><b>Objective</b></p>	<p><b>Status</b></p>
<ul style="list-style-type: none"> <li>○ Expand the Outreach budget by 10% each year</li> </ul>	<p>Need to break out the budget line items so they can be clearly represented. Current budget about \$104K = \$70K grants + \$6K Feeding ministry + \$25K Cynthia Anderson in Uganda + \$3K Rector's discretionary fund.</p>
<ul style="list-style-type: none"> <li>○ Build the Outreach Endowment to \$1,000,000 by 2015</li> </ul>	<p>Estimate the Endowment is approximately \$380K. \$30K from Giving in Faith since 2005 + \$350 from Giving in Faith in 2008.</p>
<ul style="list-style-type: none"> <li>○ Evaluate existing Outreach programs to determine which opportunities and programs are most effective for the target beneficiaries and St. David's mission</li> </ul>	
<ul style="list-style-type: none"> <li>○ Adequately fund, with dollars and volunteers, those outreach activities which St. David's prioritizes</li> </ul>	

o <i>Goal IV: (continued)</i>	
o Help our partner churches in the community and abroad to plan and to achieve their identified goals	Needs updating
o Expand family (parent and child) and youth hands-on outreach project opportunities	Being implemented by the Youth Commission with Mission trips to Louisiana and participation in the feeding ministry at St. Augustine of Hippo. Also there are now outreach opportunities once a month with the youth group/Sunday school for 7-12 graders.
o Reinvigorate the "Volunteer once a year" program	Could combine this program with the annual stewardship campaign.
o <b>Objective</b>	<b>Status</b>
o Create partnerships with other local congregations, para-church ministries and educational programs to broaden St. David's ties to the local community	Phoenix Series – Adult Education each January with the Main Line Unitarian Church. Interfaith Hospitality Network with other areas churches to help people get back on their feet. Clergy Education (for the diocese) that is taking place three times at St. David's this year. Holding a joint program with St. Mary's for the Mourners.
o Partner with youth groups from other churches in the area	Has been attempted by the Youth Commission with poor results. We need to rethink how to approach other churches